

NIC/DDI# 5258-82

25 June 1982

MEMORANDUM FOR:

Personnel Officer, O/DCI

FROM : H. F. Hutchinson, Jr.
Vice Chairman, NICSUBJECT : NIC Requirements for 1983 Summer Graduate
Studies Program

1. The NIC would like to hire one Graduate Fellow in the summer of 1983, and regularly each summer - to produce or help produce a specific intelligence study. Because the NIC produces finished estimative studies on all areas of the world, as well as on broad topics of global dimensions, the assignment could be designed to make maximum use of the particular strengths and expertise of the individual selected.

2. Work activity summary: The person selected would work as an estimative project officer in the NIC's Analytic Group, a small, scholarly staff of experienced intelligence officers with strong research and writing skills who produce both interagency and in-house intelligence estimates. The Fellow would be expected either (a) to conduct all-source research on, write, coordinate, and shepherd through the publication process an estimative paper on a topic mutually agreed upon by the Fellow and his/her NIC mentors; or (b) to prepare a discrete portion of such a project being prepared by an AG officer. The resulting paper would end up a NIC Memorandum -- an intra-agency paper. During the course of the project, the Fellow would receive guidance from his/her AG colleagues and from the Associate Chairman, NIC, to whom the Fellow would be directly responsible.

3. Post-graduation work opportunities: Assuming the individual proved to be of sufficiently high caliber, the Graduate Fellow could become a candidate, after receipt of the graduate degree, for either an estimates officer position in the NIC Analytic Group or for an intelligence analyst position in an appropriate DDI Office or Staff.

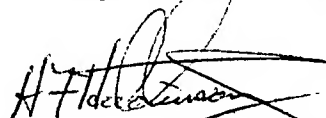
4. Summary of qualifications sought:

- At least a year of graduate level work in international affairs, economics, or other related studies, or in a specific area studies program of intelligence interest or relevance -- combined with work experience in an international or policy analyst field;
- Demonstrated writing ability;

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- Specific area knowledge and interest (including familiarity with one or more languages relevant to the area), gained either through work, study, or travel, or a combination of these;
- Intellectual acuity, objectivity, resilience, initiative, and a willingness to learn;
- Ability to perceive and generalize foreign policy issues at a high level of abstraction; and
- Talent for projecting analysis beyond the limits of available evidence.



H. F. Hutchinson, Jr.

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15 June 1982

MEMORANDUM FOR: Component Personnel Officers

THROUGH: Deputy Director of Personnel
for Recruitment and Placement

FROM:

[Redacted]

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Associate Coordinator for Special Programs

SUBJECT: Requirements for 1983 Summer Graduate Studies
Program

We are currently planning our fall recruitment program and would appreciate your anticipated requirements for the 1983 Graduate Studies Program (GSP). We would like to receive all requirements by 15 July 1982, so that we can begin recruitment efforts as early as possible.

We would appreciate receiving a brief summary of the work activity for each requirement, a statement of career opportunities the position could lead to after graduation, and a summary of the qualifications sought in the applicants. Any specific recruitment guidance you might give us, or mailing lists of societies, universities, and/or specific department heads, you might offer, would also be greatly appreciated.

The deadline for receipt of applications for the 1983 GSP will be 1 December 1982. We expect the components to make their selections by 31 December to enable us to begin processing in January. We hope that by doing this we might notify students of their selection by 15 April 1983. This early date of notification is desirable to permit students not accepted by the Agency to exercise other employment options. In addition, we often find that many well qualified students cancel their application when we go beyond this date.

We would appreciate your help in completing your applicant selection by the 31 December date. Should you have any questions regarding the program, please do not hesitate to call us on [Redacted]

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Graduate Studies Program

The Graduate Studies Program began as the Summer Intern Program with four participants in 1966 and focused on Chinese area and language studies for the Intelligence Directorate. The Program has gradually expanded to include students of other geographical areas and academic disciplines such as political science, international affairs, economics, engineering, geography and cartography, law, and psychology. A majority of those selected have completed one or more years of graduate study. All participants must be committed to attend graduate school the fall following completion of the internship.

Over the years, the Graduate Studies Program has proved mutually beneficial from both a short and long-range point of view. Graduate Fellows have an opportunity to participate in the substantive work of the Agency and to become acquainted with professional foreign intelligence analysts. The results of the research projects are most often of high quality. Some are published and disseminated throughout the intelligence community. At the same time, the Agency is able to assess the analytical ability and potential of the Graduate Fellows for permanent positions. Approximately twenty-five percent of the participants return to staff employment upon completion of their studies.

During the summer Graduate Fellows have weekly briefing sessions with senior Agency officials who acquaint them in detail with the work of the Agency. Since Graduate Fellows have special clearances, briefing officials are candid in describing the activities, duties and responsibilities of their components. This same frankness prevails in their responses to questions from the Graduate Fellows that follow each presentation. Overall reaction to the briefings and assignments has been consistently high.